

Gender Council Action Plan 2013 - 2016

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Since its creation, the Gender Council has been able to accomplish many targets and implement many activities, including those carried out in partnership with other international organizations. Dublin Congress was a new step for the GC, and we are all called to contribute more effort to boost Gender work within the IFJ and to ensure gender equality in the media and within trade unions becomes a daily reality, instead of a distant goal.

In order to further these goals the following actions are suggested [are agreed]:

- **Continue working with the ExCom and Treasurer to solve the issues around funding on a more permanent basis, specifically:**
Funding to achieve and expand its projects; Funding to allow all members of the GC to participate in its Mid-Term and Congress meetings, to continue to ensure that Steering Comm members are able to attend meeting of the SC: To discover the best ways to makes use of the new account set up to support Gender Work.
- **Develop a project to create a general report which outlines the situation of gender equality in unions affiliated to the IFJ, as was done for Europe and planned for Latin America, but to now include all other regions. This report will help us:**
Have a clearer view of the difficulties encountered by women who want to join the union work; To highlight areas of discrimination and to seek solutions adapted to each region.
- **To include, as part of our general strategy on Strengthening Regions, a strategy to encourage more unions to create their own GC, to be implemented with Regional Coordinators:** to encourage unions to develop essential mechanisms to improve gender equality, in both the unions and media institutions; as well as approaching unions to encourage and support them in defending the principles of gender equality in all of their work.
- **To work with the projects department to organize training for journalists on equality issues, as a training program for trainers in this field;** This support gender work in the regions, and will also allow us to save on budgets for this kind of training.
- **To begin to seek funding and organise an international conference on gender equality in the media and trade unions, as was held in Brussels 4 years ago;** This is important to allow us to review the situation on a global level; and to increase the visibility of our work.

- **To continue our work on Equal Pay and to expand our efforts to eventually lead to a global overview report;** this report would help to keep this issue at the forefront in countries where it is not debated; and will provide essential information and statistics in order to fight inequality.
- **To expand the production of Best Practice Guidelines into other regions, as was the European report;** Duplication of this experience in the other regions will help us to create a valuable resource of best practices.
- **Increase visibility and access to IFJ GC work on the IFJ;** To increase information, reports, etc available on the website in order to create and maintain a larger data base; To start a Monthly Blog, to be written by GC members on any issues they wish to highlight on gender, or in their regions to do with gender, and to have this published on the Front Page.
- **To look at inclusion of Ethical Journalism in all of our programmes/conferences;** As a way to help combat sexism in the Media.
- **To include a focus on working more with Trade Union Organisations and NGO's that focus on Equality, and Human Rights issues, as we now do with UNESCO;** To assist and support us in strengthening women's participation in the Trade Union Affiliates.